

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2024RO143134

Name Organisation under review: National Institute for Research and Development on Marine Geology and Geo-ecology

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DATE ENDORSEMENT CHARTER AND CODE:

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the GAP Analysis principles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

ABBREVIATIONS:

INCD GeoEcoMar – National Institute for Research and Development on Marine Geology and Geo-ecology

MICS – Managerial Internal Control System

HG – Government Decision

OG – Government Ordinance

CLC - Collective Labour Contract

IR – Internal Regulation

SP – System Procedure

IL – Working instruction

HRS4R – Human Resources Strategy for Researchers

OMT-R – Open, Transparent and Merit-based Recruitment processes /

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview

<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented</p>	<p>In the case of --, -/+, or +/-, please indicate “the real” decalage between the principle and the current practice in your organization. If relevant, list any national/regional legislation or organisational regulation that hinders implementation.</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
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Ethical and Professional Aspects

<p>1. Research freedom Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector,</p>	<p>+/- = almost but not fully implemented</p>	<p><i>Free text, maximum 300 words</i> The freedom of research can be affected by different conditions of financial resources. At the national level, there are regulations applied to research staff or those active in research, regarding the freedom of research, namely: the National Strategy for Research, Innovation and Intelligent Specialization 2022-2027; Law no. 206 of May 27, 2004 regarding good conduct in scientific research, technological development and innovation; Law no. 319/2003 regarding the status of research and development personnel. GeoEcoMar researchers have unrestricted freedom to carry out research activities, to develop and submit research projects, to choose the research programs and competitions in which they participate, in compliance with the legislation in force and the principles of ethics in research, with the aim of contribute to scientific, economic and social</p>	<p><i>Free text, maximum 200 words</i> Current practice: The Ethics and Analysis Commission, the Legal Department and other administrative departments ensure the resolution of scientific, ethical, administrative and legal issues. GeoEcoMar informs the scientific research community and participates in the organization of training sessions in the field of research ethics, addressed both to doctoral students and young researchers, as well as to the entire research staff, in the case of the elaboration of scientific papers and the drafting of project proposals. National legislation: - GO 57/2002 regarding the scientific research and technological development - Law no. 319/2003 Internal regulations: - Code of ethics - The Ethics Commission with its own Regulation of organization and operation.</p>
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<p>for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</p>		<p>development. As appropriate, research directions are updated annually to be aligned with nationally and internationally funded strategic directions in the field of natural sciences. There are no institutional restrictions on the research topics that can be addressed or on the collaborations that can be developed. The management and practices specific to the research activities are not brought together in a unitary framework and do not have a wide dissemination, which would allow guidance, primarily of young researchers, to accommodate from the beginning of their career with the correct understanding and approach to freedom of research.</p>	<p>Suggestions for improvement: Although the documents on the principles of freedom of research, ethics and professional conduct are disseminated at the level of GeoEcoMar, communication needs to be improved in the sense of awareness and understanding of documents and the principles of R&C. Establishing a dedicated space on the GeoEcoMar website, Research section, with relevant information on the freedoms, limitations and opportunities for the research activity.</p>
<p>2. Ethical principles Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.</p>	<p>+/- = almost but not fully implemented</p>	<p>In GeoEcoMar researchers know and respect the professional ethical principles that govern research in their field of competence, through the Law no. 206/2004 on good conduct in scientific research, technological development and innovation, and through the Code of Ethics. Their application is supervised by the Commission on Ethics and Analysis (CEA) which functions as an internal advisory body. The code of ethics is made available to research staff in the institute's internal network. Although documents on the principles of ethics and professional conduct are disseminated at the level of GeoEcoMar, communication needs to be improved in the sense of awareness and understanding.</p>	<p>Current practice: The ethics and analysis committee resolves deviations from the good conduct, based on complaints received or by self-session. This fact is also supported by the opinions of researchers, mentioned in proportion of 70% in the Report between staff. However, this percentage also reflects the need for improvement actions, such as organizing dissemination events, as well as training sessions in professional ethics and deontology.</p> <p>National legislation:</p> <ul style="list-style-type: none"> - Law no. 206/2004 (updated) on good conduct in scientific research, technological development and innovation - GO 57/2002 on scientific research and technological development, art. 5, par. (3) - Law no. 477 /2004 on the Code of Conduct of contractual staff of public authorities and institutions <p>Internal regulations:</p> <ul style="list-style-type: none"> - SP01 Code of ethics at institute level - Internal regulation (IR)

			<p>- CLC</p> <p>Suggestions of improvement: Organizing annual events within the research community or the Scientific Council level, meetings on ethics, professional integrity and professional deontology, including the provisions and application of the code.</p> <p>In order to reach a better level in the researchers' opinion, as a measure of improvement, an information action should be carried out at the level of employees through any form and means of communication of all the norms, guidelines and procedures related to the Code of Ethics, Gender Equality, European Charter for Researchers and Code of Conduct. On the other hand, these documents must be easily accessible on the GeoEcoMar website.</p>
<p>3. Professional responsibility Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be</p>	<p>++ = fully implemented</p>	<p>Plagiarism and self-plagiarism are strictly prohibited by the Institute's Code of Ethics and sanctioned accordingly.</p> <p>With the implementation of the Innovation Management System within GeoEcoMar, additional legal support was brought to researchers, in terms of intellectual property and ethics, within the research, innovation and technology transfer projects.</p>	<p>Current practice: Within GeoEcoMar, fairness in research and compliance with the Code of Ethics in Research is cultivated. At the level of the institute is regularly monitored (in the Scientific Council) the flow of publications, which allows the analysis of the originality of scientific production and the correctness of compliance with the standards of research ethics, respectively of publication. Possible deviations from the observance of the Code of Ethics in research are analyzed and resolved by the Ethics Council of the institute.</p> <p>National legislation: - Law no. 319/2003 - Law no. 64/1991 on patents for invention, republished, par. 31 - Law no. 8/1996 on copyright and related rights, republished,</p> <p>Internal regulations: - Code of Ethics</p>

<p>confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.</p>			<p>Suggestions of improvement:</p> <ul style="list-style-type: none"> - Intellectual Property Management Guide/ Regulation; - Training sessions for new and existing employees in the areas of intellectual property protection
<p>4. Professional attitude Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar's strategic development plan contains strategic regulations and objectives on: (a) priority research activities and areas; (b) human resource development, including the research staff. The strategic development plan of GeoEcoMar and the National Research Strategy are brought to the attention of researchers. Within the management systems implemented at the institute level, there are procedures that target and guide the project implementation process. However, due to the variety of information packages of the research projects (managed by the Project Management Office), there is a need for continuous information of the researchers regarding their responsibilities regarding the implementation of a project, and the valorization of the research results for the benefit of the society/economy.</p>	<p>Current practice: Through the Project Management Office, guidance is provided in the application of project information packages, the initiation and management of research projects/contracts.</p> <p>Legislation / External regulations:</p> <ul style="list-style-type: none"> - Decision no. 933/20.07.2022 issued by the Romanian Government on the approval of the National Strategy for Research, Innovation and Smart Specialization 2022-2027 - GO 57/2002 on scientific research and updated technological development: art 30, art 31 - Information packages for project competitions <p>Internal regulations:</p> <ul style="list-style-type: none"> - Strategic development plan for 2022-2027 - GEO-MSIM-02 The Integrated Management System Manual - PS09 Project Management <p>Suggestions of improvement: Identifying a much faster way of consultation that has relevant information on the next steps in the research and project management process.</p>
<p>5. Contractual and legal obligations Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property</p>	<p>-/+ = partially implemented</p>	<p>Each GeoEcoMar researcher has an employment contract for their basic workload and/or several fixed-term contracts for research activities. The employment contracts do not refer to the know-how created at the institute level and by the parties who constituted it. Provisions regarding know-how are stipulated in the projects' funding</p>	<p>Current Practice: The institute's management, through its competent departments, offers assistance to researchers in carrying out various types of research and service contracts.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - GO 57/2002 on scientific research and technological development

<p>Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc.) as set out in the terms and conditions of the contract or equivalent document.</p>		<p>contracts. There is no internal guide regarding internal regulations concerning the implications/obligations of the researcher/institution/funder with regard to the results obtained in the context of different types of funding/service contracts for research and innovation activities.</p>	<ul style="list-style-type: none"> - Law no. 319/2003 - National Strategy for Research, Innovation and Smart Specialization 2022-2027 - National Strategy for the Sustainable Development of Romania 2030 - Law no. 544/2001 on free access to information of public interest, updated - Law no. 64/1991 - Law no. 84/1998 - Law no. 8/1996, republished - Order MMSSF no. 64/2003 on approving the standard model of the individual work contract (for an indefinite period and temporary ones on publicly funded projects and with third parties), updated <p>Proposed Improvements: Internal Guide/Regulation regarding internal regulations concerning the implications/obligations of the researcher/institution/funder with regard to the results obtained in the context of different types of funding/service contracts for research and innovation activities. Training sessions for new and existing employees in the fields of intellectual property protection.</p>
<p>6. Accountability Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar complies with the rules of transparency and supervision of public funding. Through the project funding contract, the project manager and GeoEcoMar management commit to the project achievement indicators in relation to the funding obtained. There are procedures regarding public procurement activities, financial-accounting reporting, distribution of accounting financial profit, organization and exercise of internal preventive financial control, elaboration and approval of the income and expenditure budget, management control of inventory inputs-outputs, scrapping of fixed assets and</p>	<p>Current Practice: Through the Internal Managerial Control System, the Quality Management System, together with the Finance and Accounting Office, the compliance and correctness of expenses are verified both during the research phases and at the time of reporting, by conducting a financial audit. The legal department monitors the fulfilment of contractual obligations. Reports on project implementation (both at the management and scientific levels) and the internal audit report are submitted to the funding authorities at each reporting stage of the results stipulated in the project contract.</p> <p>National Legislation:</p>

<p>efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.</p>		<p>inventory items. GeoEcoMar has an internal audit department, etc. These aspects are known by all the persons involved in the research activity (heads of departments/collectives/laboratories, project managers) and by the staff in the support departments. Insufficient awareness of staff regarding social responsibility.</p>	<ul style="list-style-type: none"> - GO no. 119/1999, regarding internal control and preventive financial control, republished - Law no. 69/2010, regarding fiscal-budgetary responsibility, republished - OUG no. 34/2017 regarding the financial management of non-reimbursable external funds related to the European Economic Area Financial Mechanism 2014-2021 and the Norwegian Financial Mechanism 2014-2021 <p>Internal Regulations:</p> <ul style="list-style-type: none"> - OP05 Public procurement - SP07 Supply procedure (direct acquisition) - OP09 Inventory of elements - OP13 Own preventive financial control - OP14 Accounting and financial reporting - OP15 Monitoring of the Core Program - SP16 Internal public audit - OP17 Distribution of net profit - SP09 Project Management <p>Suggestions for Improvement:</p> <p>Organizing training sessions on the researcher's responsibilities regarding the efficiency of expenses in relation to achievements for a better awareness of responsibilities towards society. Encouraging researchers to get involved in activities to communicate research results to society</p>
<p>7. Good practice in research Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar ensures optimal working conditions, with the contribution of department heads, who benefit from the support of the Occupational Health and Safety Committee and the Management Systems Department. The IT department at GeoEcoMar is responsible for the protection of employees' personal data and has made available to researchers a backup system for storing research information/data.</p>	<p>Current Practice: Risk management register at the level of the entire institute, which also includes research activity; Annual information on the risk management process.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2006 on occupational health and safety, updated by Law no. 198/2018. ● GD no. 1425/2006 for the approval of the Methodological Norms for the application of the

<p>current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.</p>		<p>At the GeoEcoMar level, it is necessary to develop and display a guide that transposes the provisions contained in the General Data Protection Regulation - GDPR.</p>	<p>provisions of the Occupational Health and Safety Law no. 319/2006.</p> <ul style="list-style-type: none"> ● Law no. 53/2003 - Labor Code, updated by Law no. 64/2018, republished. ● EO no. 96/2003 on maternity protection at work, updated. ● GD no. 955/2010 for amending and supplementing the Methodological Norms for the application of the provisions of Law no. 319/2006. ● General Data Protection Regulation (GDPR National Supervisory Authority for Personal Data Processing. <p>Suggestions for Improvement: Development of a methodology that transposes the provisions contained in the General Data Protection Regulation – GDPR Training sessions on occupational safety conditions and the prevention of existing risks. Development of a dedicated section on GeoEcoMar's internal network for the research process - step by step, which should also include examples of good practices</p>
<p>8. Dissemination, exploitation of results All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made</p>	<p>+/- = almost but not fully implemented</p>	<p>Dissemination of knowledge within GeoEcoMar is one of the most important responsibilities of the researchers. This activity is evaluated as part of the annual individual performance assessment exercise. GeoEcoMar owns a scientific journal, GeoEcoMarina (http://journal.geocomar.ro/geo-eco-marina) which publishes research results from both the institute's researchers and those from abroad. GeoEcoMar has also distinguished itself by being the first institute in Romania to enter the Guinness Book of Records (publication in 2024) for its involvement in scientific studies (Investigation of Eurasian Megalakes).</p>	<p>Current Practice: The results of research projects implemented by GeoEcoMar researchers are disseminated at national and international scientific events, but also through the pages of research projects or through other communication channels (media). GeoEcoMar organizes scientific and educational events (summer schools/workshops) and constantly participates in national and international scientific, technical, and innovation events. GeoEcoMar records all research results obtained based on a research-development or innovation contract financed partially or totally from public funds in the Register of Research-Development</p>

<p>accessible to the public (or both) whenever the opportunity arises</p>		<p>GeoEcoMar does not have a dedicated framework plan that aims to exploit and disseminate research results, with a component for commercialization, starting from an idea to innovative technologies</p>	<p>Activity Results and distributes it on the institute's website. Internal Regulations: -OP20 Exploitation of results obtained from research and technological development activity. -The register of research-development activity results Suggestions for Improvement: Encouraging researchers to develop marketable products/services (patents).</p>
<p>9. Public engagement Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.</p>	<p>+/- = almost but not fully implemented</p>	<p>The researchers of GeoEcoMar participate in programs aimed at the general public to promote the research activity carried out at the institute. There are currently no procedures that create a framework for encouraging actions to disseminate and communicate the results of research, innovation, and education activities. The monitoring of these actions is carried out by the Scientific Council and the institute's PR, and the results are recorded in the Annual Activity Report in the dedicated section.</p>	<p>Current Practice: Researchers have the freedom to identify opportunities to promote the institute's research activity through the mass media. The Scientific Council approves these actions, and the PR ensures their monitoring and guidance. National Legislation: - GO 57/2002 on scientific research and technological development, art. 7. - Law no. 319/2003, art. 24, lit. "i". - The National Strategy for Research, Innovation and Smart Specialization 2022-2027. - The National Health Strategy 2022-2030 - The National Strategy for the Sustainable Development of Romania 2030. Internal Regulations: - The GeoEcoMar Strategic Development Plan (2022-2027). Suggestions for Improvement: - External promotion actions for the institute (periodical publications, public conferences, mass-media).</p>
<p>10. Non discrimination Employers and/or funders of researchers will not discriminate against researchers in any way</p>	<p>++ = fully implemented</p>	<p>In accordance with the provisions of the Code of Ethics, the gender equality policy, the Collective work contract, the Internal Regulations, and the relevant procedures of</p>	<p>Current Practice: Non-discriminatory criteria in the recruitment and selection of personnel. - National Legislation:</p>

<p>on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>		<p>the Internal Managerial Control System, no form of discrimination is permitted or encouraged at GeoEcoMar. All documents relevant to this non-discrimination policy are available on the website and intranet, respectively.</p>	<p>- Law no. 53/2003 - Law no. 202/2002 on equal opportunities and treatment between women and men, republished. Internal Regulations: - Framework methodology on competitions for research positions. - Code of Ethics at the institute level. - GeoEcoMar's Gender Equality Strategy and Plan 2022-2025. Suggestions for Improvement: Not applicable</p>
<p>11. Evaluation/ appraisal systems Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.</p>	<p>++ = fully implemented</p>	<p>The staff evaluation system is carried out at the team/department level and is monitored by the institute's management. The evaluation sheets contain the employee's self-assessment and the evaluation of the immediate superior. The documents are centralized and sent for approval to the General Director/Scientific Director. The evaluation criteria are clear and known to all employees and include, among others, quantifying the number of publications, patents, management activities, professional training activities, national and international collaborations, fulfillment of administrative tasks, and conducting research mobilities. There is no international evaluation of employees, but periodically (every five years), the entire activity of GeoEcoMar is evaluated by an international team, according to national regulations, which also implies an indirect evaluation of the staff.</p>	<p>Current Practice: The evaluation of personnel and research activity is carried out annually, in December, for the year that is ending. The personnel evaluation sheets are an integral part of the collective bargaining agreement and are known to all employees. National Legislation: - The Work Code, art. 17, para. (3), lit. e) și para. (4) Internal Regulations: - SP03 The Competence and Performance Procedure. - SP07 The Performance Monitoring Procedure. - Collective Work Contract. Suggestions for Improvement: Improving the evaluation sheets with didactic activities, supervision and guidance activities, execution of administrative tasks, carrying out public awareness activities, etc.</p>
<p>Recruitment and Selection</p>			
<p>12. Recruitment Employers and/or funders should ensure that the entry and admission standards for</p>	<p>+/- = almost but not fully implemented</p>	<p>Positions are filled through public competition, applying the internal regulations of GeoEcoMar, developed in accordance with national legislation, which respects the</p>	<p>Current Practice: Supervising the recruitment, selection, and promotion of researchers is an attribute of GeoEcoMar's scientific management. The</p>

<p>researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.</p>		<p>principles of transparency, non-discrimination, equal opportunities, and quality standards specific to the position level. The Human Resources Office carries out administrative activities regarding the process of promoting the competition, recruiting candidates, and selecting them, based on the evaluations made by the Competition Committee. Within the framework of the research projects carried out, the recruitment and selection procedures comply with the requirements specified in the funding guides. Administrative requirements are imposed by specific national legislation.</p>	<p>recruitment and selection process for research personnel is the same regardless of whether it involves drawing up employment contracts for an indefinite or fixed term (usually employment on projects), or for research personnel or auxiliary/administrative personnel. The announcements are published (in accordance with the legislation in force) in a national newspaper with wide circulation, and on the institute's website, where the data regarding the documents and materials that the competition file must contain, the development of the competition, the selection procedure, the competition calendar, as well as the job requirements. The competition is open to any person who meets the specific criteria for the position open to competition, without any discrimination of any kind.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - Law no. 319/2003 regarding the Statute of research-development personnel, updated. - OMNESR no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional research - development degrees, the quality of doctoral supervisor and the certificate of habilitation. - GO no. 57/2002. <p>Suggestions for Improvement:</p> <ul style="list-style-type: none"> - Framework methodology on competitions for filling positions. - Announcing the positions open to competition also on the Euraxess portal.
<p>13. Recruitment (Code) Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive</p>	<p>+/- = almost but not fully implemented</p>	<p>Existing regulations provide publication conditions that respect transparency and openness. Expanding the places where vacant positions are advertised can increase accessibility for candidates. It is necessary to</p>	<p>Current Practice: Following Law 319/2003 and internal methodology, GeoEcoMar advertises job openings on its website and in a national newspaper.</p>

<p>and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.</p>		<p>ensure greater visibility also on the GeoEcoMar website by creating a dedicated section for competitions. The Euraxess portal has been used so far only in those situations where the information packages of the projects through which the positions open to competition were financed imposed this.</p>	<p>GeoEcoMar could announce competitions through any additional means, in national and international scientific publications, on websites specializing in publishing job offers, and the like. For vacancies within certain projects carried out by GeoEcoMar, recruitment is also done by publishing on the specialized websites requested by the Guides of the programs/projects (including Euraxess), where both the conditions necessary to fill the positions open to competition are presented (e.g. mandatory doctorate), as well as other project-specific conditions.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - Law no. 319/2003 - OMNESR no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional research - development degrees, the quality of doctoral supervisor and the certificate of habilitation. - GO no. 57/2002 <p>Internal Regulations:</p> <ul style="list-style-type: none"> - Framework methodology on competitions for filling positions - WI01_RS Recruitment, selection - GeoEcoMar's Gender Equality Strategy and Plan 2022-2025 <p>Suggestions for Improvement:</p> <ul style="list-style-type: none"> - Development and implementation of the OTM-R strategy. - Updating the Methodology regarding the filling of research positions and vacant management positions to meet the mandatory OTM-R requirements. - Developing and displaying the competition methodologies also in English. - Creating a section dedicated to recruitment on the GeoEcoMar website (Careers)
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<p>14. Selection (Code) Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.</p>	+/- = almost but not fully implemented	<p>The framework methodology for recruitment competitions does not specify the requirements for the composition of the selection committees, but the provisions of Law 319/2003 are respected (for example, researchers who are in lower-level positions than the position open to competition are not part of the committees). The composition of the evaluation committees is based on: - Regulations (according to which, for positions at levels R4 and R3, the committee must also include members from outside GeoEcoMar). - Merit and scientific recognition criteria at the institute level, with researchers with a significant scientific career being chosen as members according to the requirements of the position(s) open to competition. The committee assesses whether the scientific activity that formed the basis for meeting the minimum standard for entering the competition is relevant to the specifics of the position. The members of the committee prepare the documents relating to the evaluation of the candidates and the results of the competition, on the basis of which the secretary of the committee draws up the Competition Presentation Report.</p>	<p>Current Practice: The internal regulations applied for filling vacant positions have common provisions regarding the composition of committees and the practices used for selection, regardless of the specifics of the position (fixed-term or indefinite employment contract, funding from national projects or from non-reimbursable European funds or other international projects). National Legislation: - Researchers' Law no. 319/2003 - OMNESR no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional research - development degrees, the quality of doctoral supervisor and the certificate of habilitation. - GO no. 57/2002. Internal Regulations: - Framework methodology on competitions for filling research positions. - WI01_RS Recruitment, selection - GeoEcoMar's Gender Equality Strategy and Plan 2022-2025 Suggestions for Improvement: Integrating into the competition methodology the criteria for selecting the members of the competition committees, in accordance with the legal provisions in force and ensuring gender equality.</p>

<p>15. Transparency (Code) Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.</p>	<p>+/- = almost but not fully implemented</p>	<p>The procedures applied in GeoEcoMar for the recruitment of candidates for the vacant positions open to competition contain recommendations regarding the necessary information that must be specified in the competition announcement to ensure the principle of transparency. The methodology that is posted on the website is detailed regarding the selection and tie-breaking criteria for candidates. The GeoEcoMar web page contains information about the departments where hiring is done.</p>	<p>Current Practice: Any recruitment announcement specifies the requirements that the candidate must meet. After the selection process, each candidate is informed about the selection results by email, phone or on the GeoEcoMar website, being offered all the information they request, after the competition is finalized.</p> <p>National Legislation: Law 319 / 2006</p> <p>Internal Regulations: Framework methodology on competitions for filling positions. GeoEcoMar's Gender Equality Strategy and Plan 2022-2025</p> <p>Suggestions for Improvement: - Detailing the Careers section, dedicated to recruitments on the GeoEcoMar website, with points 1-7, from the Charter and Code, and which should also include information about career development opportunities at national and European level, useful links to dedicated European platforms (EURAXESS, others), courses and directions for personal and professional development of research staff.</p>
<p>16. Judging merit (Code) The selection process should take into consideration the whole range of experience 15 of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on</p>	<p>+/- = almost but not fully implemented</p>	<p>The establishment of selection criteria for researchers for vacant positions is in compliance with the legislation regarding the evaluation and recognition of scientific merits and performance, in relation to the qualification and competencies required by the vacant position, as specified in the Job Description. The competition methodology for filling vacant research positions at GeoEcoMar includes differentiated criteria depending on the level of the vacant position (from technician, research assistant to R4). Both</p>	<p>Current Practice: The internal regulations applied for filling vacant positions provide differentiated evaluation criteria for each category. Thus, as candidates advance in their careers, they must meet conditions that reflect scientific output and the impact of publications at the national/international level, as well as the funds raised through projects where they hold the position of project director/project manager. The competition methodology at the institute level includes specific criteria corresponding to the institutional performance requirements, regarding</p>

<p>outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.</p>		<p>quantitative evaluation criteria, in accordance with national legislation, and qualitative criteria, addressing the professional and personal qualities of the candidate, are used.</p>	<p>the assessment of merit in relation to the minimum criteria imposed by national legislation.</p> <p>National legislation:</p> <ul style="list-style-type: none"> - Government Decision no. 551/2007 for the approval of the Criteria and Standards, as well as the Methodology for evaluating and certifying the capacity to carry out research and development activities by units and institutions with research and development as their activity objective, and for accrediting the units that are part of the national research and development system. -Law no. 319/2003 regarding the Statute of research and development personnel. <p>Internal regulations:</p> <ul style="list-style-type: none"> - Methodology for classifying auxiliary staff in research and development activities and the staff in the functional apparatus of GeoEcoMar based on functions and professional grades. <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> - Expanding the evaluation criteria with an emphasis on the qualitative assessment of research activities in relation to the career level.
<p>17. Variations in the chronological order of CVs (Code)</p> <p>Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-</p>	<p>+/- = almost but not fully implemented</p>	<p>Candidates prove the information in their CV regarding their length of service and research activity with supporting documents (employment contracts, seniority certificates, decisions, etc.). Variations in the candidates' professional activity are not penalized. Experience in other institutions or in other fields is encouraged, insofar as it is relevant to the targeted position. Variations in the candidates' professional activity are not penalized, they prove the information in the CV with supporting documents (employment contracts, seniority certificates, decisions, etc.)</p>	<p>Current Practice:</p> <p>The candidate who meets the conditions for filling the vacant position open to competition will not be penalized even if the information in the CV and the documents presented prove variations in their professional career. Moreover, the competition methodology warns and urges the candidate to submit in the competition file any documentation that they consider relevant to their professional career, encouraging the freedom to make the evidence as conclusive as possible. The selection criteria are those from the GeoEcoMar methodology for filling positions and mainly target the quality of the research activity.</p>

<p>based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.</p>			<p>National Legislation:</p> <ul style="list-style-type: none"> - Law no. 319/2003 regarding the Statute of research-development personnel - OMNESR no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional research - development degrees, the quality of doctoral supervisor and the certificate of habilitation. - GO no. 57/2002 on scientific research and technological development <p>Internal Regulations:</p> <ul style="list-style-type: none"> - Framework methodology on competitions for filling positions <p>Suggestions for Improvement: Not applicable</p>
<p>18. Recognition of mobility experience (Code) Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar is concerned with attracting researchers with experience abroad, for the transfer to GeoEcoMar of knowledge and skills from Europe or other countries of the world, for opening new research directions in the institute, as well as for increasing the efficiency of research activity and modeling mentalities according to international practices. GeoEcoMar supports mobilities as an objective of the professional career development of researchers. Currently, the institute has employees (R4) with an international career. The mobility of young researchers in prestigious laboratories abroad is encouraged with the aim of learning new study techniques and methodologies, as well as for experimenting with new methods of project and laboratory management.</p>	<p>Current Practice: Professional training through mobility activities is scored in the annual evaluation of research personnel. Researchers can access internal and external facilities and funding that support various mobility programs/projects, especially doctoral and post-doctoral scholarships for carrying out training courses, including by ensuring access to international infrastructures/libraries/archives/databases; Bilateral agreements; etc.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - Law no. 319/2003 regarding the Statute of research-development personnel <p>Internal Regulations:</p> <ul style="list-style-type: none"> - OP03 Competence, performance - WI01_RS Recruitment, selection <p>Suggestions for Improvement: Not applicable.</p>
<p>19. Recognition of qualifications (Code)</p>	<p>++ = fully implemented</p>	<p>As specified in section 12, at the national level there is a regulated framework for the selection and recruitment of permanent</p>	<p>Current Practice: For recruitment, GeoEcoMar applies both the national regulations established by Law 319/2003</p>

<p>Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels</p>		<p>research personnel (with an individual employment contract with an indefinite duration). Although this legislative framework does not provide for the recognition of unofficial qualifications, the assessment of candidates and the selection targets both quantitative evaluation criteria, in accordance with national legislation, as well as qualitative criteria that target the candidate's professional and personal qualities, proven by documents or work sample, as the case may be. By practically proving the researcher's competences, unofficial qualifications can be authenticated, regardless of how they are documented.</p>	<p>and the internal requirements (according to the methodology for filling positions), specific to the type of laboratory/program/project, in accordance with the requirements requested by the financing guides of the projects/programs.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - Law 319/2003 regarding the Statute of research-development personnel. - Law no. 200/2004 regarding the recognition of diplomas and professional qualifications for regulated professions in Romania - Order 5923/2016 for the approval of the Methodology regarding the recognition of the doctoral diploma and the title of doctor of science or in a professional field, obtained abroad - Order 6121/2016 approving the Methodology for the recognition of bachelor's, master's or postgraduate study documents issued by accredited higher education institutions from abroad <p>Internal Regulations:</p> <ul style="list-style-type: none"> - Framework methodology on competitions for filling positions. <p>Suggestions for Improvement: Not applicable.</p>
<p>20. Seniority (Code) The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a</p>	<p>++ = fully implemented</p>	<p>There is no age discrimination at GeoEcoMar. Young people can access higher-level positions based on merit, according to national legislation and regulations and institutional performance standards. Retired personnel can apply for recruitment competitions, with respect for legal provisions, and will be employed with fixed-term individual labor contracts and are allowed to carry out research contracts won in competitions.</p>	<p>Current Practice: Young researchers can reach R3-R4 level positions if they meet the criteria required for these positions. The retirement age for researchers (R1 - R3) is 65 for men and 63 for women, with the possibility of extension in the same position for a maximum of 3 years over the standard retirement age and on the condition that the respective person meets the criteria provided in the field of competence. R4 level researchers can continue their activity until the age of 70, under the conditions of the law. Retired personnel can carry out, under the conditions of the law, research-development activities even after reaching the legal retirement</p>

<p>long career, the pattern of lifelong professional development should also be recognised.</p>			<p>age, with the annual approval of the Scientific Council in the case of research personnel and with the approval of the Board of Directors in all cases. The employment of retired persons is done only after analyzing the applicants' activity, according to the criteria applied within the institute at the last competition for filling the respective position, but they can no longer hold a management position.</p> <p>National Legislation: - Law no. 53/2003 (work Code), republished</p> <p>Internal Regulations: - GeoEcoMar CLC (The Collective Labor Contract), current edition - Framework methodology on competitions for filling positions.</p> <p>Suggestions for Improvement: Not applicable.</p>
<p>21. Postdoctoral appointments (Code) Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research</p>	<p>+/- = almost but not fully implemented</p>	<p>Postdocs, in a broad sense, represent the category of doctoral graduates. Their employment at GeoEcoMar can be done based on a fixed-term employment contract, within a research project. If the postdoc applies for a research position, they will become a researcher at GeoEcoMar and will benefit from the rights and obligations of the position according to the regulations in force.</p> <p>Due to funding from different sources (projects, programs, scholarships), there are no unitary criteria for selecting postdoctoral personnel.</p> <p>The conditions for establishing the maximum duration of appointment/activity in such a position are lacking, except for those established by projects/programs.</p> <p>In some guides or information packages of research funding programs, this type of position is explicitly mentioned.</p>	<p>Current Practice: Institutionally, we consider that any graduate of a doctoral program is in a situation of postdoctoral improvement and can access any position available through competition, according to their skills and experience. The perspective of professional development is that they can reach according to internal procedures and methodologies regarding the development of human resources involved in research activity, without discrimination, based on equal treatment. Researchers who correspond to the international definition for the postdoc position are encouraged and supported to submit projects in research funding competitions in the designated programs (postdoctoral projects, young teams), which are operational at the national level.</p> <p>National Legislation: Law no 319/2003 regarding the statute of research-development personnel (updated) - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National</p>

<p>career in the context of long-term career prospects.</p>			<p>Strategy of Research, Innovation and Smart Specialisation 2022-2027 - Chapter 5 General and specific objectives; challenges and actions</p> <p>Internal Regulations:</p> <ul style="list-style-type: none"> - GeoEcoMar CLC (The Collective Labor Contract), current edition - Framework methodology on competitions for filling positions - IL01_RS Recruitment, selection. <p>Suggestions for Improvement:</p> <p>Creating a framework that harmonizes national legislation with the specific requirements from information packages so as to ensure a favorable context for those who access postdoctoral positions.</p> <ul style="list-style-type: none"> - development of internal procedure. - development of mobility programs for research - development and innovation and/or for other complementary skills dedicated to young people.
Working Conditions and Social Security			
<p>22. Recognition of the profession</p> <p>All researchers engaged in a research career should be recognised as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).</p>	<p>++ = fully implemented</p>	<p>Regardless of career level, GeoEcoMar recognizes its researchers as professionals in the field and constantly encourages their career development. GeoEcoMar is recognized nationally as one of the leading institutions in the field of Earth Sciences research, including due to the expertise of its researchers.</p>	<p>Current Practice:</p> <p>The main activity of GeoEcoMar is Earth Sciences research (as a pole of excellence in marine research, with a special contribution to studies on large-scale sea-delta-river macrosystems), development and innovation in the respective field.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> - Law 319/2003 regarding the Statute of research-development personnel - GO no. 57/2002 on scientific research and technological development <p>Internal Regulations:</p> <ul style="list-style-type: none"> - OOR – Organization and Operation Regulations - IR – Internal regulations - CLC - The Collective Labor Contract <p>Suggestions for Improvement:</p> <p>Not applicable.</p>

<p>23. Research environment Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar ensures optimal working conditions for employees, with researchers benefiting from workspaces that comply with current regulations and are stimulating for research activity. The infrastructure (e.g., ESFRI DANUBIUS-RI), apparatus, equipment, and laboratories made available to researchers contain cutting-edge technologies, thus facilitating the obtaining of publishable or exploitable results.</p> <p>Modern research infrastructure, based mainly on the research vessels in the endowment, allows for complex, multidisciplinary studies, both within national and international programs.</p> <p>The work schedule at GeoEcoMar is established through the Collective Work Contract and individual work contracts.</p> <p>Work in mixed teams (in terms of specializations, age, gender) from different laboratories/collectives of the organizational structure is encouraged, so that the atmosphere in the institute is open, friendly, based on mutual trust, openness to help, and generosity in the transfer of knowledge and skills.</p> <p>In order to manage the public health risk caused by the SARS-CoV-2 virus and to limit contact between people, specific documents have been developed for organizing telework activity and carrying out work processes in protective conditions. At the same time, a remote timekeeping system was also created.</p>	<p>Current Practice: Researchers have the following facilities: the possibility of part-time employment contracts; meal vouchers for those who have a basic workload at GeoEcoMar; electronic access to scientific information and documentation resources for the scientific and academic community (e.g., ANELIS).</p> <p>National Legislation: - Law no. 53/2003 (Work Code), republished</p> <p>Internal Regulations: - Internal Regulations - Collective work contract - Individual work contracts concluded with each employee - Internal regulations regarding occupational health and safety - IPSSM14 - Own instructions for occupational safety for telework activity.</p> <p>Suggestions for Improvement: Developing internal regulations regarding remote working conditions and developing the institutional informational capacity for remote working.</p>
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<p>24. Working conditions Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, <i>inter alia</i>, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.</p>	<p>++ = fully implemented</p>	<p>Workspaces are modernized, ensuring adequate and safe working conditions for the health of the staff. The employer pays special attention to employees returning after a period of interruption of activity (child-raising leave, maternity/paternity leave, or caregiver leave), in order to ensure a harmonious reintegration into research activity. The CWC provides for the possibility of opting for a variable work schedule (employees have the right to resume their job, under the same conditions or depending on needs, in addition, they have the right to benefit from any improvements in working conditions that have been introduced during their absence) if necessary. GeoEcoMar does not have the capacity to provide working conditions at the unit's headquarters for potential employees with locomotor disabilities. Historical/heritage buildings are not equipped with elevators. A modernized building body has the installation of an elevator in mind.</p>	<p>Current Practice: Researchers have the following facilities: the possibility of part-time employment contracts; meal vouchers for those who have a basic workload at GeoEcoMar. The environmental working conditions are appropriate for research activity. National Legislation: - Law no. 319/2003 regarding the Statute of research-development personnel - Law no. 53/2003 – Work Code Internal Regulations: - IR Collective work contract - Collective work contract - Individual work contracts - Internal regulations regarding occupational health and safety - IPSSM14 - Own instructions for occupational safety for telework activity - GeoEcoMar's Gender Equality Strategy and Plan 2022-2025 Suggestions for Improvement: Not applicable.</p>
<p>25. Stability and permanence of employment Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar ensures employment stability and continuity for all employees. Within GeoEcoMar, there is flexibility regarding the possibilities of hiring researchers which stimulates participation in research projects. Fixed-term contracts are drawn up either for hiring for temporary vacancies or for positions created specifically within projects, or in the case of the involvement of researchers in projects funded by non-refundable structural funds. All employees enjoy the same salary and</p>	<p>Current Practice: Research personnel occupying research positions are employed on an indefinite term basis (100% of all positions). Contracts concluded for research projects or projects funded from non-refundable structural funds do not exceed a workload of 80 hours/month. National Legislation: Law no. 53/2003 – Labor Code, art. 86, paragraph (1) Internal Regulations: Collective Labor Agreement Suggestions for Improvement:</p>

<p>and abiding by the principles and terms laid down in the <i>EU Directive on Fixed-Term Work</i></p>		<p>social rights. All provisions of the collective labor agreement, including the variable/flexible working schedule, apply to all employees, regardless of the duration of the contract.</p> <p>Successive contracts are not drawn up, in accordance with current legislation.</p>	<p>Not applicable at this time.</p>
<p>26. Funding and salaries Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar establishes the conditions of remuneration and financing through the collective labor agreement, in correlation with the level of funding for research activities and in accordance with applicable national legislation. Individual employment contracts are concluded with each employee individually, for the position held. Employment contracts concluded for projects funded from external sources comply with the regulations established at the program/project level and the internal rules of GeoEcoMar.</p> <p>Through individual negotiation, the salary of the employee is established, in accordance with the salary grid and corresponding to the position held.</p>	<p>Current Practice: The salary level for each position is unitary and based on transparent differentiation criteria according to the scientific grade, as per the salary grid. For personnel involved in one or more research projects (other than those in the Core Program), a supplementary agreement to the individual employment contract is drawn up to increase the salary for a fixed term (depending on the financial availability of the projects). For additional activities beyond the basic function, a bonus of up to 50% of the base salary of the substituted position is granted. The Administrative Council will also analyze how the substitute has fulfilled the duties resulting from the job description.</p> <p>National Legislation: Law no. 53/2003 – Labor Code Government Decision no. 751/2017 amending the annex to Government Decision no. 327/2003 regarding the ceilings based on which direct salary costs are calculated for financing contracts concluded from budgetary funds</p> <p>Internal Regulations: Collective Labor Agreement (Chapter XII – Remuneration and other salary rights; Annex 10 – Salary Grid).</p> <p>Suggestions for Improvement: Not applicable at this time.</p>

<p>27. Gender balance Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance</p>	<p>++ = fully implemented</p>	<p>At GeoEcoMar, there is a relatively balanced distribution between the two genders, which respects the structure existing within the research staff (40% women and 60% men). Leadership positions are held in a balanced manner by both men and women. The Scientific Council is chaired by a woman, but men hold the majority. Opportunities for access to any leadership position are non-discriminatory. The institute has developed a Gender Equality Strategy and Plan, which is updated periodically, monitoring the dynamics of specific indicators.</p>	<p>Current Practice: The number of women does not exceed that of men among the institute's researchers. National Legislation: Law no. 202/2002 on equal opportunities and treatment between women and men Law no. 53/2003 – Labor Code Internal Regulations: Decision no. 37 of 05.06.2015 - Methodology for the classification of auxiliary personnel in research and development activities and functional staff. GeoEcoMar's Gender Equality Strategy and Plan 2022-2025 Competition Methodology Collective Labor Contract in force Suggestions for Improvement: Not applicable at this time.</p>
<p>28. Career development Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar actively supports the participation of researchers in courses and activities that involve career development. The focus is on scientific training, research and innovation management, professional ethics, project management, and training. GeoEcoMar management encourages and supports the enrollment of young graduates in doctoral programs for all those at the beginning of their careers, as well as for those who wish to expand their competencies. Senior researchers have demonstrated a willingness and generosity to support young people in their career development and to take advantage of any opportunities in this direction.</p>	<p>Current Practice: The need for professional development is established by the GeoEcoMar management together with the heads of departments/divisions based on: the need for improvement imposed by the evolution of activities in the field, both internally and externally; personal orientations for career development as recorded by employees in their annual self-assessment forms; the requirements of the management system implemented at the institute level, etc. The annual training program for employees is supplemented with the needs mentioned and approved in advance. National Legislation: Law no. 319/2003 on the Status of Research and Development Personnel Internal Regulations: PO03 Competence, Performance IL02_IP Staff Training Methodology of the competition</p>

<p>researchers should be made familiar with such provisions and arrangements</p>			<p>Suggestions for Improvement: Implementing individual career development plans for research personnel and using them in regular employee evaluations and providing two-way feedback between supervisor and employee. Developing plans to strengthen the managerial skills of research personnel who are new to leadership positions. Developing plans for senior researchers who have demonstrated a willingness to mentor young researchers and taking advantage of any opportunities in this direction.</p>
<p>29. Value of mobility Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar actively supports the mobility and participation of researchers in courses and activities that involve career development and foster professional advancement. As such, participation in any professional training programs at the national and international level is encouraged, within the limits of available funding. Moreover, GeoEcoMar management does not oppose the identification, by interested individuals, of additional resources and sponsorships, nominated personally, beyond the institute budget, as long as these actions are carried out within a legal and transparent framework. Participation in short-term mobility for attending scientific events (conferences, workshops, symposia) is encouraged, fostering the development of interpersonal relationships that will also benefit the institution visibility. A significant number of young researchers have benefited in recent years from professional training internships lasting between 1 and 6 months, or even longer, including doctoral internships. Participation in continuing education activities is decided either</p>	<p>Current Practice: GeoEcoMar supports researchers from outside the institution (including those in the diaspora) in submitting project proposals to funding competitions, with the aim of developing research groups within the institute. The arrival of new researchers with diverse experiences benefits the exchange of ideas and information (in all aspects), fostering institutional development in the short and long term. For filling a vacant research position or for career advancement, mobility is taken into account in the personnel evaluation files.</p> <p>National Legislation: Law 319/2003 on the Status of Research and Development Personnel</p> <p>Internal Regulations: CCM Chapter VIII - Professional Training PO03 Competence, Performance IL02_IP Staff Training Methodology of the competition</p> <p>Suggestions for Improvement: Increasing the number of European/international organizations where the institute is involved. Active participation in COST actions to establish</p>

		<p>individually or together with seniors (e.g., direct hierarchical superior) based on the principle of a role model in a variety of professional aspects. In many national programs for funding research activities, the portability of research grants is allowed and is a clause in the project implementation contract.</p>	<p>connections for ensuring the basis for future mobility.</p>
<p>30. Access to career advice Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.</p>	<p>+/- = almost but not fully implemented</p>	<p>Young researchers benefit from counseling on career development opportunities by being encouraged to participate in national/international mobility, scholarship applications, etc. There are no restrictions, so young people can benefit from interacting with those they consider role models.</p> <p>The existence of training mechanisms through ERASMUS PLUS programs.</p> <p>Traditionally, GeoEcoMar has a history of collaboration with profile institutes, both nationally and internationally, with universities in the country and abroad for the exchange of experience and human resource mobility. GeoEcoMar does not organize job fairs, but is requested and participates in such events.</p> <p>GeoEcoMar does not provide job placement assistance, but is concerned with cultivating interest in research activities among students from relevant faculties.</p>	<p>Current Practice: Within each team/department, experienced researchers are involved in the training, guidance, and career development of young researchers. They are advised on career development opportunities in research and supported in participating in scientific events, accessing mobility (particularly international), or applying for scholarships for professional training. These concerns are applied equally to young people, regardless of whether their individual employment contract is for a fixed or indefinite term, or whether it involves full-time or part-time work.</p> <p>National Legislation: Law no. 53/2003 – Labor Code Law 319/2003 on the Status of Research and Development Personnel CLC Chapter VIII - Professional Training PO03 Competence, Performance IL02_IP Staff Training Methodology of the competition</p> <p>Suggestions for Improvement: Developing an internal procedure/regulation focused on mentoring activities at each stage of the research career that includes: establishing the framework and selection of mentors (from R4 researchers); establishing types of mentoring activities; establishing a framework for monitoring and evaluation.</p>

<p>31. Intellectual Property Rights Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar supports and monitors the protection of intellectual property rights, both in publishing research results and when estimating their potential for economic valorization. Specialized assistance is also provided, from internal resources or with external experts, for actions such as filing patent applications and copyright registrations. Financial compensation for inventor researchers is provided when patents are exploited commercially, as stipulated in the relevant contracts. Beyond these aspects, publication and patenting activities are mentioned in annual activity reports and represent indicators for accessing higher-level professional positions.</p>	<p>Current Practice: The legal department provides minimal consulting regarding intellectual property protection for research personnel. The scientific department, together with the technology transfer and innovation department, is involved in finding ways for researchers to collaborate with the socio-economic environment to develop methods/technologies based on research results.</p> <p>National Legislation: Law no. 64/1991 on patents Law no. 8/1996 on copyright and related rights, republished Law no. 83/2014 on employee inventions</p> <p>Internal Regulations: PO20 Valorization of results obtained from research and technological development activities Register of research and development activities results PS08 Innovation Management Process Collective Labor Contract (CLC)</p> <p>Suggestions for Improvement: Drafting specific collaboration agreements for the valorization of intellectual property rights and copyrights of GeoEcoMar researchers, in accordance with the legislation in the field. Training researchers in the field of intellectual property protection and valorization.</p>
<p>32. Co-authorship Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar adheres to the standards for qualifying as authors or co-authors of published works. Determining the effective contribution of each participant in achieving a research result and qualifying as a co-author of a scientific paper adheres to four cumulative conditions: (a) the contribution must be significant; (b) involvement in the preparation of the manuscript and final revision; (c)</p>	<p>Current Practice: Researchers are encouraged to exploit research results through the most appropriate channels (specialized articles, patents, presentations at scientific events), being recognized as first authors/corresponding authors or co-authors in accordance with international practice in the field. The contributions of each author are established based on the assessment and proposals of the</p>

<p>researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s).</p>		<p>participation in the decision regarding the final form in which it will be submitted to the selected journal; and (d) agreement to assume responsibility for both the practical work conducted and all aspects supported in the paper, including aspects of professional ethics. There is currently no specific co-authorship procedure in place at GeoEcoMar that outlines how to determine the effective contribution of each participant in achieving a research result or as a co-author of a scientific paper. This means that there is no formalized method to ensure that each individual is recognized and cited according to their specific contributions.</p>	<p>project manager and/or the principal author/corresponding author and are agreed upon by all team members. National Legislation: Law no. 64/1991 on patents and the implementing regulations of Law no. 64/1991 Law no. 8/1996 on copyright and related rights, republished Law no. 83/2014 on employee inventions Internal Regulations: PO20 Valorization of results obtained from research and technological development activities Register of research and development activities results PS08 Innovation Management Process Collective Labor Agreement (CLC) Suggestions for Improvement: Development of a co-authorship procedure at GeoEcoMar. Annual training of researchers in the field of co-authorship (qualification as author/co-author, protection and valorization of intellectual property rights).</p>
<p>33. Teaching Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or</p>	<p>+/- = almost but not fully implemented</p>	<p>GeoEcoMar management is constantly committed to transferring knowledge and skills between generations. To this end, the institute relies on all staff with higher education engaged in research activities, including researchers who are also faculty members. This type of communication is achieved through working meetings/summer schools or methodological seminars for presenting new methods and techniques.</p>	<p>Current Practice: Regular discussions on research progress take place within laboratories/teams/work groups. National Legislation: Not applicable. Internal Regulations: PS12 Information and Communication PO03 Competence, Performance Suggestions for Improvement: Development of training programs and course packages specific to each career level. Publication and updating of an online course catalog.</p>

<p>fundere should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early-stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.</p>			
<p>34. Complain/ appeals Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</p>	<p>++ = fully implemented</p>	<p>At the GeoEcoMar level, there is no independent representative (like the institution of the people's advocate - Ombudsman), but there is an Ethics Committee and a Disciplinary Investigation Committee. The Ethics Committee can get involved in various types of conflicts/complaints that arise between researchers. The Disciplinary Research Committee analyzes and addresses violations related to the employment relationship of researchers with GeoEcoMar management.</p>	<p>Current Practice: Any inconvenience that may arise can be amicably resolved within the organizational structure where it occurs. If the competencies and responsibilities are exceeded, solutions are sought at a higher hierarchical level. Complaints regarding ethical issues fall under the jurisdiction of the Ethics Committee. Disciplinary offenses (when they do not involve a violation of the Code of Ethics) are within the competence of the Disciplinary Committee. Conflicts regarding rights and working conditions are resolved through the Joint Commission between management and employee representatives.</p> <p>National Legislation: Law no. 319/2003 on the Status of Research and Development Personnel Law no. 53/2003, Labor Code, articles 247-252 regarding the Disciplinary Committee</p> <p>Internal Regulations: PS01 Institute's Code of Ethics Internal Regulations (RI) Collective Labor Contract (CLC)</p>

			Suggestions for Improvement: Not applicable.
<p>35. Participation in decision-making bodies Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar consults its employees and/or their representatives and allows them to participate in discussions on all issues related to research activities (improving working conditions, preventing accidents, etc.). Within the CSSM (Occupational Health and Safety Committee), employee representatives are elected periodically by direct vote of employees and represent the staff in any situation requiring decisions, based on consultation with them.</p> <p>Members of the Scientific Council are elected for a four-year term by the vote of all researchers. The Scientific Council is the decision-making body regarding scientific activities and institutional development policy, has representatives from all research teams, and decisions are recorded in the minutes of the Scientific Council and communicated directly to GeoEcoMar personnel.</p>	<p>Current Practice: Researchers are represented in the governing and decision-making bodies (Scientific Council, Steering Committee, CSSM, GeoEcoMar Union). In administrative matters and regarding the work environment, researchers are supported by employee representatives who participate, in the interest of employees, in the periodic review of the Collective Labor Agreement, salary negotiations, and other aspects of working conditions.</p> <p>National Legislation: Law no. 319/2003 on the Status of Research and Development Personnel</p> <p>Internal Regulations: RI – Internal Regulation Statute of the Scientific Council CSSM - Occupational Health and Safety Committee GEO-MSIM02 - Integrated Management System Manual</p> <p>Suggestions for Improvement: Not applicable.</p>
Training and Development			
<p>36. Relation with supervisors Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research</p>	<p>++ = fully implemented</p>	<p>The institutional context fosters direct and continuous interaction with research project coordinators. Immediate interaction between coordinators and team members is encouraged when problems arise that could affect the smooth running of the research. Postdoctoral researchers conduct their advanced research under the supervision of a mentor. The postdoctoral researcher must dedicate a significant amount of time to the postdoctoral program, be involved in the scientific research activities carried out within the doctoral</p>	<p>Current Practice: Research project or work package coordinators are involved in resolving administrative issues that may arise and impact the research efficiency of team members. Solutions can be identified at the structural level or by seeking support from senior management. Researchers are coordinated under a principle of full openness to addressing any issues that may affect research activities.</p> <p>National Legislation: Law no. 319/2003 on the Status of Research and Development Personnel</p>

<p>findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.</p>		<p>school, and contribute to achieving the objectives of the research program.</p>	<p>Law no. 53/2003, Labor Code Internal Regulations: RI-Internal Regulation Suggestions for Improvement: Not applicable at this time.</p>
<p>37. Supervision and managerial duties Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.</p>	<p>++ = fully implemented</p>	<p>Each group leader is responsible for guiding and training young researchers under their supervision, and the development of constructive relationships with effective knowledge transfer is encouraged. The large number of researchers who also hold academic positions supports the training of young people for research. Attention is paid to both the theoretical and practical training of young researchers, as well as their preparation in project management. These trainings, which may be more or less programmatic, also address aspects related to research risks and specific methods for managing them.</p>	<p>Current practice: The aspects being monitored are formalized through sessions such as debates on research project progress, including methods for coordinating research activities within projects, methodological seminars, and actions to support young researchers in designing and submitting projects to dedicated research funding competitions (e.g., those aimed at postdoctoral researchers or the formation of young teams). The mentor provides scientific coordination for the postdoctoral researcher's activities and facilitates the acquisition of advanced scientific research competencies in accordance with international standards and practices. National Legislation: Not applicable. Internal Regulations: RI – Internal Regulation Institute's Code of Ethics PS12 Information and Communication PO03 Competence, Performance PS10 Supervision PO04 Performance Monitoring Suggestions for Improvement: Not applicable.</p>
<p>38. Continuing Professional Development Researchers at all career stages should seek to continually improve themselves by regularly</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar is committed to developing the competencies of its researchers to ensure their success in research careers. This focus is particularly directed towards young researchers, who are encouraged to</p>	<p>Current practice: GeoEcoMar has undertaken projects funded by both national and non-refundable European funds, enabling numerous young researchers to participate in professional development programs.</p>

<p>updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.</p>		<p>participate in scientific events within their area of expertise. Participation in continuous training activities is decided individually or in agreement with the direct supervisor and is a key objective in GeoEcoMar Strategic Development Plan.</p> <p>GeoEcoMar management is constantly seeking ways to improve training, including organizing workshops, thematic conferences, and e-learning sessions.</p>	<p>Additionally, we organize workshops, intensive courses, and lectures with Romanian and foreign guests to develop specific components of our research activities.</p> <p>National Legislation: Law no. 319/2003</p> <p>Internal Regulations: Collective Labor Contract, Chapter VIII - Professional Training</p> <p>Suggestions for Improvement: Not applicable.</p>
<p>39. Access to research training and continuous development Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability</p>	<p>++ = fully implemented</p>	<p>GeoEcoMar researchers have the opportunity to participate in any national or international professional training program, within the limits of available funding. Participation in short-term mobility to conferences, workshops, symposia, etc. is encouraged.</p> <p>Many young researchers have benefited from professional training internships lasting between 1 and 6 months. Researchers at the institute are encouraged to focus on attracting and training young researchers. This includes young researchers who demonstrate an interest in research, and the fact that a significant number of researchers at the institute hold teaching positions facilitates these actions.</p>	<p>Current Practice: Participation in professional training courses is valued in annual evaluations or competitions for promotion to higher research positions.</p> <p>GeoEcoMar organizes workshops, intensive courses, and lectures with Romanian or foreign guests to develop specific components of research activity, which not only serve as a means of professional development but also provide an opportunity to arrange training internships for young researchers in foreign laboratories.</p> <p>Internal Regulations: PS12 Information and Communication PO03 Competence, Performance CLC Chapter VIII - Professional Training</p> <p>Suggestions for Improvement: Not applicable</p>
<p>40. Supervision Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should</p>	<p>+/- = almost but not fully implemented</p>	<p>Every researcher, including newly hired ones, is in direct contact with: (a) the project manager; (b) the head of the group/laboratory in which they are employed; (c) the head of the Project Management Office; (d) senior management (General Director, Scientific Director, Economic Director). The resolution of any problems that</p>	<p>Current Practice: The project manager coordinates and trains team members in all aspects of research activities for the respective project; the professional relationship between the project manager and the research team members can also resolve issues beyond the scientific scope, depending on the context and</p>

<p>inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.</p>		<p>may arise in the activity of any researcher is done through the hierarchical involvement of those mentioned, according to their responsibilities.</p>	<p>responsibilities established by institutional regulations. The head of the group/laboratory intervenes whenever the competencies and/or responsibilities of the project manager are exceeded by the specific nature of the problem that has arisen. The resolution of issues of a complexity that exceeds the problem-solving potential of the basic organizational structure (group/laboratory) is done with the involvement of senior management, in the following order: head of the group/laboratory, head of the Project Management Office, Scientific Director and/or Economic Director (as applicable), General Director. The aim is to minimize the time required to resolve issues so that research activity is not affected.</p> <p>National Legislation: Labor Code</p> <p>Internal Regulations: RI (Internal Regulations) Institute's Code of Ethics PS12 Information and Communication PO03 Competence, Performance PS10 Supervision PO04 Performance Monitoring Collective Labor Contract and Individual Employment Contract Job Description</p> <p>Suggestions for Improvement: Improve the system for evaluating research progress, with a focus on the qualitative analysis of research results or related activities. Implement a feedback system from trainees and a procedure for evaluating supervisors and mentors.</p>
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